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ABSTRACT

In compliance with Public Law 2002, Chapter 27, the New Jersey Commission on Higher Education collects and summarizes data regarding part-time instructional staff at the state's public colleges and universities. This study found that the average course load and compensation of adjunct faculty in each semester differed both within and among the sectors. The average course load was lowest at research universities and highest at community colleges, while average compensation was highest at the universities and lowest at the community colleges. Total compensation for the 8,827 adjunct faculty employed in fall 2001 was $27.1 million, and $27.3 million for the 9,090 adjuncts employed in spring 2002. According to Public Law 2002, Chapter 27, the Commission must include a recommendation concerning the establishment of minimum salary and benefit provisions for part-time instructional staff at New Jersey's public colleges and universities. The Commission determined that the institutional survey data it collected did not provide adequate empirical support for the commission to recommend, with confidence, minimum compensation levels for part-time instructional staff. According to this report, it is clear that additional research is necessary. The Commission does recommend that adjustments to health benefits for part-time state employees should also apply to part-time instructional staff at public colleges and universities. (NB)

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PART-TIME INSTRUCTIONAL STAFF SURVEY AND ANALYSIS

INTRODUCTION

Public Law 2002, Chapter 27, calls upon the New Jersey Commission on Higher Education to collect and summarize data regarding part-time instructional staff at the state's public colleges and universities. In July 2002, a survey was sent to the presidents of the nineteen community colleges, eight state colleges and universities[1], and three public research universities. The presidents were asked to collaborate with the majority representative of the employees at their institutions to complete the survey.

Consistent with the provisions of statute, specific information was collected separately for three types of part-time instructional staff members: part-time faculty, part-time lecturer, and adjunct faculty. There was some variance in the use of the three terms among institutions. However, in general, the term part-time faculty refers to faculty who have some or all of the same responsibilities as those who are employed full-time, but their responsibilities are prorated based on the percentage of time they work. Adjunct faculty do not have all of the responsibilities that full-time faculty do; typically they are hired to teach one or more courses, and their responsibilities are often limited to those related to teaching the courses. The term part-time lecturer is not frequently used by the public colleges and universities in New Jersey. Rutgers University uses that term, but their definition of part-time lecturer is consistent with the characteristics of adjunct faculty at other institutions. Therefore, for the purposes of this survey, part-time lecturers at Rutgers are included as adjuncts.

Pursuant to statute, institutions provided information in a tabular format for the fall 2001 and spring 2002 semesters under the following headings: Individual (represented by a number, not a name), Title, Semester Course (credit) Load, Total Semester Compensation (salary), and Benefits. The data are summarized in Tables 1 and 2 (pages 6 and 7). Tables 3 and 4 provide a summary of average course load, compensation, and benefits data (pages 8 and 9).

DATA ANALYSIS

Distribution of part-time instructional staff. Adjunct faculty made up the overwhelming number of part-time instructional staff reported with 8,827 adjuncts employed in fall 2001 and 9,090 in spring 2002; they accounted for approximately 97 percent of all part-time instructional staff in fall 2001 and spring 2002 (Figure 1; Tables 1 and 2). Over half of the adjunct faculty was employed at the community colleges.

[1] Thomas Edison State College is not included because it does not have instructional faculty.

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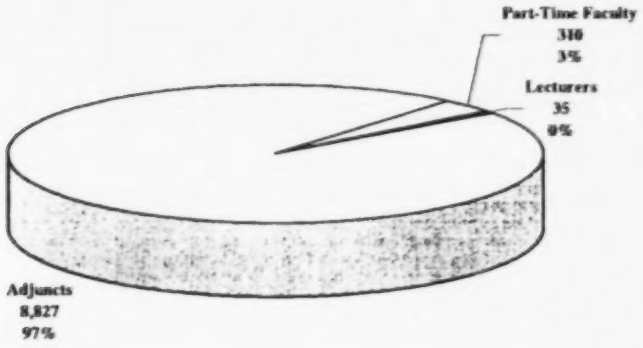
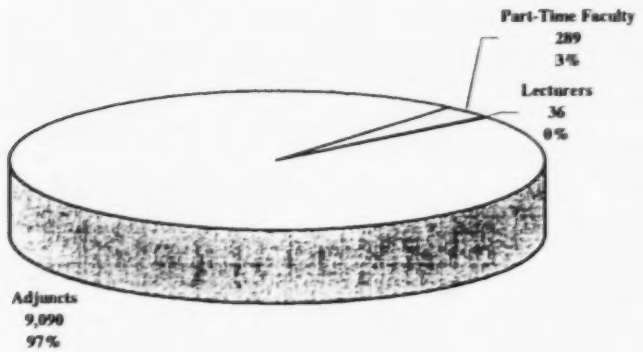
FIGURE 1

PART-TIME INSTRUCTIONAL STAFF AT N.J. PUBLIC COLLEGES AND UNIVERSITIES

FALL 2001



SPRING 2002



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Only public research universities and state colleges and universities employed part-time faculty, reporting a total of 310 in the fall semester and 288 in the spring. Close to half of the part-time faculty reported was employed by UMDNJ.

There were 35 part-time lecturers reported by institutions for the fall semester and 36 for the spring. Only three institutions reported having part-time lecturers on staff (NJIT, Ocean County College, and Richard Stockton College of New Jersey). Analysis of the part-time lecturer data is not warranted due to the small number; however, the data are provided in the tables.

Course load and compensation. The average course load and compensation of adjunct faculty in each semester differed both within and among the sectors (Tables 3 and 4). The average course load was lowest at the research universities and highest at the community colleges. Average compensation was highest in the research university sector and lowest in the community college sector, following a pattern similar to that of full-time faculty salaries at the respective institutions.

Total compensation for adjunct faculty was approximately $27.1 million in the fall and $27.3 million in the spring, although average compensation per adjunct decreased slightly from fall to spring. The decrease in average compensation is explained by the employment of an additional 263 adjuncts, which caused the average course load to decrease. All sectors show some course load and compensation decrease, but the average in the research university sector dropped most notably from $4,660 to $4,435. Unlike the average total compensation for adjuncts, the average compensation per credit increased somewhat in the state college and university and community college sectors from fall to spring.

Similarly, average compensation for part-time faculty in the research university sector was higher than in the state college and university sector. However, there is no pattern apparent in average course load for part-time faculty. Total compensation for part-time faculty was approximately $6.1 million in fall 2001 and $5.6 million in spring 2002.

Benefits. Part-time instructional staff receive Workers' Compensation, Unemployment Insurance, Temporary Disability Insurance, Medicare, and Social Security benefits. They are eligible for pension benefits through the Public Employee Retirement System at the start of the third consecutive semester of continuous employment at a higher education institution. Consistent with provisions for part-time state employees, part-time instructional staff members at the public colleges and universities do not receive health benefits[2].

Additional benefits, such as sick leave and institutional privileges, are handled by individual institutions and/or collective bargaining where applicable.

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[2] Due to the different nature of the medical school, some part-time instructional staff at UMDNJ qualify for health benefits.

The average value of benefits contributed for part-time faculty at the research universities was $5,376 in fall 2001 and $5,356 in spring 2002. The average value of benefits provided for an adjunct was $500 in fall 2001 and $481 in spring 2002 (Tables 3 and 4).

At the state colleges and universities, the average value of benefits provided for part-time faculty was $1,778 in fall 2001 and $1,831 in spring 2002. For the adjuncts the figures were very consistent, totaling $308 in fall 2001 and $309 in spring 2002.

The average value of benefits provided to an adjunct at the community colleges was $278 in fall 2001 and $268 in spring 2002.

DISCUSSION AND RECOMMENDATIONS

Public Law 2002, Chapter 27, directs the Commission to summarize certain data on part-time instructional staff and prepare a report to the Senate and Assembly Education Committees. This report must include a recommendation concerning the establishment of minimum salary and benefit provisions for part-time instructional staff at New Jersey's public colleges and universities. Following receipt of this report, the Senate and Assembly Education Committees will hold a joint public hearing on the data and recommendations it presents and other related matters.

The Commission has determined that the institutional survey data it has collected at this time does not provide adequate empirical support for the Commission to recommend, with confidence, minimum compensation levels for part-time instructional staff. It is clear that additional research is necessary to determine minimum salary and benefit provisions for adjuncts, part-time faculty members, and part-time lecturers. The Commission finds further that the statute touches upon more extensive matters relative to faculty roles and rewards that cannot effectively be separated from an examination of salaries and benefits. Such matters are outlined below.

The Commission recommends that the Legislature consider a broader analytical framework to develop a rational long-term policy that would comprehensively address the matter of fair compensation for part-time instructional staff. For example, in addition to the information already summarized herein, the Legislature should consider:

- Institutional information revealing the internal faculty compensation process;
- External market information from other jurisdictions to determine benchmarks or best practices in the employment of part-time instructional staff;
- Feedback from the institutions regarding the external market forces that justify the current reward structure;
- Guidelines regarding the definition and deployment of part-time faculty, adjuncts, and part-time lecturers;
- Comparative information examining national practices and trends in the employment of part-time instructional staff.

Tremendous variation exists among institutions regarding the manner in which they hire and employ part-time instructional staff. The Commission notes that UMDNJ employs about one-half of all part-time instructional staff in public colleges and universities. That institution compensates part-time faculty on the basis of their faculty rank, years of service, and market conditions. Practices may differ though, at the other colleges and universities. They may use different criteria to determine compensation. There also exists a need to compare New Jersey's part-time faculty compensation practices to those of other states and gather additional information that the statute does not explicitly require. This would facilitate the establishment of long-term policy for part-time instructional staff compensation. The Commission suggests that the Legislature and the Commission staff work together to develop these important lines of inquiry.

In response to the immediate statutory requirement for recommendations concerning minimum salary and benefit provisions for part-time instructional staff at New Jersey's public colleges and universities, the Commission's recommendations follow below.

Salary: New Jersey has a rich and diverse group of public colleges and universities spread across all regions of the state. Personnel decisions appropriately reside at the institutional level. Employee salaries reflect varying professional responsibilities, institutional needs and priorities, market conditions, and collective bargaining where applicable.

As indicated in the above introduction, a distinction exists between part-time and adjunct faculty members. Qualitatively, part-time faculty members have some or all of the same responsibilities as their full-time colleagues – albeit proportionately to the amount of time they work. As a guiding principle, the Commission recommends that part-time faculty who perform the same duties as similarly employed full-time faculty should be compensated fractionally based upon the full-time salary scale. Specific implementation of that principle would differ among institutions, according to varying professional qualifications and salary ranges.

Adjunct faculty, however, do not typically perform the same responsibilities as full-time faculty, and the compensation principle based proportionately upon full-time salary ranges does not logically apply. Compensation for adjuncts should generally be determined based upon their assigned responsibilities, varying institutional needs, cost of living, market conditions, and collective bargaining where applicable. The Commission deems it especially important that compensation for adjunct faculty reflect the professional responsibilities of employees at an institution. For example, an institution may hire some adjunct faculty solely to teach a course. Other adjuncts may teach a course and be assigned committee work, advise students, or assume additional responsibilities. Their compensation should reflect their specific duties.

For the few part-time instructional staff members who are classified as part-time lecturers, there is no common definition among the three institutions that use the term. In some cases, part-time lecturers appear to perform jobs similar to those of part-time faculty. When that is the case, the part-time faculty compensation principle should apply

to lecturers also. In cases where a part-time lecturer performs duties more similar to those of an adjunct faculty member, the guiding principle for adjuncts should apply.

Benefits: Minimum benefit provisions currently exist for part-time instructional staff members by virtue of federal and state requirements for social security and other programs mentioned earlier in this report. The Commission recommends that adjustments to health benefits for part-time state employees should also apply to part-time instructional staff at public colleges and universities. The provision of minimum required state health care benefits for part-time instructional staff should be consistent with the benefits afforded to other part-time state employees. The Commission recommends that any additional benefits be determined by individual institutions and collective bargaining agreements where applicable.

Table 1
PART-TIME INSTRUCTIONAL STAFF AT N.J. PUBLIC COLLEGES AND UNIVERSITIES
FALL 2001

N.J. Colleges	# of PartTime Faculty	Semester Course Load	Semester Compensation ($)	Value of Benefits ($)	# of PartTime Lecturers	Semester Course Load	Semester Compensation ($)	Value of Benefits ($)	# of Adjunct Faculty	Semester Course Load	Semester Compensation ($)	Value of Benefits ($)
NJIT	0	0.0	0	0	17	151.9	424,821	38,234	255	1,147.0	1,334,116	120,070
UMDNJ	150	7.0	3,170,628	819,607	0	0.0	0	0	41	18.7	248,251	64,173
Rutgers	33	169.0	1,094,437	250,660	0	0.0	0	0	957	3,569.0	4,256,990	442,326
All Public Univs	183	176.0	4,265,065	1,070,267	17	152.0	424,821	38,234	1,253	4,734.7	5,839,357	626,570
College of NJ	22	163.0	251,215	35,973	0	0.0	0	0	332	1,506.3	1,051,004	105,199
Kean	6	0.0	134,217	15,421	0	0.0	0	0	603	2,968.2	1,802,875	191,041
Montclair	28	173.9	315,222	28,769	0	0.0	0	0	436	1,792.4	1,209,831	123,723
NJCU	8	21.5	109,371	8,673	0	0.0	0	0	240	1,095.0	689,435	54,672
R Stockton	17	100.0	275,430	31,723	3	4.0	22,000	1,886	140	681.0	423,750	42,430
Ramapo	0	0.0	0	0	0	0.0	0	0	150	754.2	471,375	59,817
Rowan	27	243.0	449,711	76,604	0	0.0	0	0	333	1,439.7	995,769	107,226
W Paterson	19	135.0	263,975	28,586	0	0.0	0	0	489	2,184.0	1,420,794	155,150
All State Colleges	127	836.4	1,799,141	225,749	3	4.0	22,000	1,886	2,723	12,420.7	8,064,833	839,258
Atlantic	0	0.0	0	0	0	0.0	0	0	205	1,059.9	446,699	46,190
Bergen	0	0.0	0	0	0	0.0	0	0	411	2,039.0	1,249,560	141,149
Brookdale	0	0.0	0	0	0	0.0	0	0	318	1,598.5	855,198	94,239
Burlington	0	0.0	0	0	0	0.0	0	0	325	1,490.1	784,783	89,465
Camden	0	0.0	0	0	0	0.0	0	0	490	2,983.9	1,354,440	159,603
Cumberland	0	0.0	0	0	0	0.0	0	0	136	581.0	256,260	23,907
Essex	0	0.0	0	0	0	0.0	0	0	338	2,153.8	1,076,893	84,165
Gloucester	0	0.0	0	0	0	0.0	0	0	156	867.0	593,656	73,613
Hudson	0	0.0	0	0	0	0.0	0	0	223	1,516.0	625,595	61,934
Mercer	0	0.0	0	0	0	0.0	0	0	359	1,857.2	894,844	96,575
Middlesex	0	0.0	0	0	0	0.0	0	0	366	1,896.0	938,919	98,586
Morris	0	0.0	0	0	0	0.0	0	0	341	1,769.1	866,810	89,315
Ocean	0	0.0	0	0	15	70.8	43,908	3,688	258	1,331.6	786,892	66,099
Passaic	0	0.0	0	0	0	0.0	0	0	223	1,202.2	601,075	55,224
Raritan	0	0.0	0	0	0	0.0	0	0	238	1,197.0	702,841	53,767
Salem	0	0.0	0	0	0	0.0	0	0	57	269.0	137,486	10,999
Sussex	0	0.0	0	0	0	0.0	0	0	145	682.6	289,452	33,563
Union	0	0.0	0	0	0	0.0	0	0	204	1,256.2	592,535	58,855
Warren	0	0.0	0	0	0	0.0	0	0	58	291.0	163,643	12,682
All Comm Colleges	0	0.0	0	0	15	71.0	43,908	3,688	4,851	26,041.1	13,217,579	1,349,931
Grand Total	310	1,012.4	6,064,206	1,296,016	35	227.0	490,729	43,808	8,827	43,196.5	27,121,769	2,815,759

Table 2
PART-TIME INSTRUCTIONAL STAFF AT N.J. PUBLIC COLLEGES AND UNIVERSITIES
SPRING 2002

N.J. Colleges	# of PartTime Faculty	Semester Course Load	Semester Compensation ($)	Value of Benefits ($)	# of PartTime Lecturers	Semester Course Load	Semester Compensation ($)	Value of Benefits ($)	# of Adjunct Faculty	Semester Course Load	Semester Compensation ($)	Value of Benefits ($)
NJIT	0	0.0	0	0	17	158.1	420,680	37,861	238	1,010.6	1,137,533	102,378
UMDNJ	136	10.0	2,763,599	753,565	0	0.0	0	0	41	28.0	283,868	73,380
Rutgers	39	261.0	1,230,914	183,735	0	0.0	0	0	1,134	3,958.0	4,844,689	503,613
All Public Univs	175	271.0	3,994,513	937,300	17	158.1	420,680	37,861	1,413	4,996.6	6,266,090	679,371
College of NJ	21	140.0	236,613	34,100	0	0.0	0	0	346	1,544.1	1,128,385	112,838
Kean	6	0.0	153,778	16,933	0	0.0	0	0	601	2,587.8	1,694,591	182,933
Montclair	31	202.1	351,731	32,775	0	0.0	0	0	433	1,808.6	1,268,238	131,504
NJCU	10	27.5	131,903	10,460	0	0.0	0	0	300	1,308.6	853,340	67,670
R Stockton	15	64.0	245,162	28,689	2	4.0	17,500	1,500	140	625.0	405,050	40,913
Ramapo	0	0.0	0	0	0	0.0	0	0	186	920.8	598,520	75,952
Rowan	25	225.0	428,647	74,805	0	0.0	0	0	323	1,361.4	971,046	106,188
W Paterson	5	36.0	80,336	9,109	0	0.0	0	0	496	2,106.3	1,414,412	153,747
All State Colleges	113	695.0	1,628,171	206,871	2	4.0	17,500	1,500	2,825	12,262.6	8,333,581	871,745
Atlantic	0	0.0	0	0	0	0.0	0	0	212	1086.0	460,726	46,691
Bergen	0	0.0	0	0	0	0.0	0	0	481	1826.0	1,188,185	133,121
Brookdale	0	0.0	0	0	0	0.0	0	0	325	1,520.5	813,468	90,577
Burlington	0	0.0	0	0	0	0.0	0	0	294	1,226.3	664,110	75,709
Camden	0	0.0	0	0	0	0.0	0	0	501	2,893.0	1,310,528	154,213
Cumberland	0	0.0	0	0	0	0.0	0	0	133	588.5	257,990	24,068
Essex	0	0.0	0	0	0	0.0	0	0	320	2,121.2	1,060,580	87,175
Gloucester	0	0.0	0	0	0	0.0	0	0	155	754.0	512,869	63,596
Hudson	0	0.0	0	0	0	0.0	0	0	219	1,405.0	578,665	57,288
Mercer	0	0.0	0	0	0	0.0	0	0	350	1,917.8	944,792	102,570
Middlesex	0	0.0	0	0	0	0.0	0	0	379	1,924.0	953,635	100,132
Morris	0	0.0	0	0	0	0.0	0	0	303	1,524.0	748,519	81,974
Ocean	0	0.0	0	0	17	73.2	45,353	3,810	258	1,266.9	749,357	62,946
Passaic	0	0.0	0	0	0	0.0	0	0	242	1,291.0	645,500	58,543
Raritan	0	0.0	0	0	0	0.0	0	0	221	1,037.0	605,319	46,307
Salem	0	0.0	0	0	0	0.0	0	0	50	234.0	113,577	9,086
Sussex	0	0.0	0	0	0	0.0	0	0	134	675.3	282,364	33,082
Union	0	0.0	0	0	0	0.0	0	0	212	1,313.4	616,903	61,400
Warren	0	0.0	0	0	0	0.0	0	0	63	287.0	175,054	13,567
All Comm Colleges	0	0.0	0	0	17	73.2	45,353	3,810	4,852	24,890.9	12,682,140	1,302,044
Grand Total	288	966.0	5,622,684	1,144,171	36	235.3	483,533	43,171	9,090	42,150.1	27,281,811	2,853,160

Table 3
PART-TIME INSTRUCTIONAL STAFF AT N.J. PUBLIC COLLEGES AND UNIVERSITIES
FALL 2001

	Part-Time Faculty				Lecturers				Adjuncts			
N.J. Colleges	Average Course Load	Average Compensation ($)	Average Benefit ($)	Compensation Per Credit Load ($)*	Average Course Load	Average Compensation ($)	Average Benefit ($)	Compensation Per Credit Load ($) *	Average Course Load	Average Compensation ($)	Average Benefit ($)	Compensation Per Credit Load ($) *
NJIT	--	--	--	--	8.94	24,989	2,249	2,797	4.50	5,232	471	1,163
UMDNJ	0.05	21,138	5,464	**	--	--	--	--	0.46	6,055	1,565	**
Rutgers	5.12	33,165	7,596	6,476	--	--	--	--	3.73	4,448	462	1,193
All Public Univs	0.96	23,306	5,848	--	--	--	--	--	3.78	4,660	500	--
College of NJ	7.41	11,419	1,635	1,541	--	--	--	--	4.54	3,166	317	698
Kean	0.00	22,370	2,570	--	--	--	--	--	4.92	2,990	317	607
Montclair	6.21	11,258	1,027	1,813	--	--	--	--	4.11	2,775	284	675
NJCU	2.69	13,671	1,084	5,087	--	--	--	--	4.56	2,873	228	630
R Stockton	5.88	16,202	1,866	2,754	1.33	7,333	629	5,500	4.86	3,027	303	622
Ramapo	--	--	--	--	--	--	--	--	5.03	3,143	399	625
Rowan	9.00	16,656	2,837	1,851	--	--	--	--	4.32	2,990	322	692
W Paterson	7.11	13,893	1,505	1,955	--	--	--	--	4.47	2,906	317	651
All State Colleges	6.59	14,166	1,778	2,151	--	--	--	--	4.56	2,962	308	649
Atlantic	--	--	--	--	--	--	--	--	5.17	2,179	225	421
Bergen	--	--	--	--	--	--	--	--	4.96	3,040	343	613
Brookdale	--	--	--	--	--	--	--	--	5.03	2,689	296	535
Burlington	--	--	--	--	--	--	--	--	4.58	2,415	275	527
Camden	--	--	--	--	--	--	--	--	6.09	2,764	326	454
Cumberland	--	--	--	--	--	--	--	--	4.27	1,884	176	441
Essex	--	--	--	--	--	--	--	--	6.37	3,186	249	500
Gloucester	--	--	--	--	--	--	--	--	5.56	3,805	472	685
Hudson	--	--	--	--	--	--	--	--	6.80	2,805	278	413
Mercer	--	--	--	--	--	--	--	--	5.17	2,493	269	482
Middlesex	--	--	--	--	--	--	--	--	5.18	2,565	269	495
Morris	--	--	--	--	--	--	--	--	5.19	2,542	262	490
Ocean	--	--	--	--	4.72	2,927	246	620	5.16	3,050	256	591
Passaic	--	--	--	--	--	--	--	--	5.39	2,695	248	500
Raritan	--	--	--	--	--	--	--	--	5.03	2,953	226	587
Salem	--	--	--	--	--	--	--	--	4.72	2,412	193	511
Sussex	--	--	--	--	--	--	--	--	4.71	1,996	231	424
Union	--	--	--	--	--	--	--	--	6.16	2,905	289	472
Warren	--	--	--	--	--	--	--	--	5.02	2,821	219	562
All Comm Colleges	--	--	--	--	--	--	--	--	5.37	2,725	278	508
Grand Total	3.27	19,562	4,181	2,878	6.49	14,021	1,252	2,162	4.89	3,073	319	622

* Credit information was not available for faculty who have noninstructional assignment.
** Credit information was available for only a portion of UMDNJ faculty.
Note: The grand total figures for compensation per credit load on adjuncts and part-time faculty exclude UMDNJ.

Table 4
PART-TIME INSTRUCTIONAL STAFF AT N.J. PUBLIC COLLEGES AND UNIVERSITIES
SPRING 2002

	Part-Time Faculty				Lecturers				Adjuncts			
N.J. Colleges	Average Course Load	Average Compensation ($)	Average Benefit ($)	Compensation Per Credit Load ($) *	Average Course Load	Average Compensation ($)	Average Benefit ($)	Compensation Per Credit Load ($) *	Average Course Load	Average Compensation ($)	Average Benefit ($)	Compensation Per Credit Load ($) *
NJIT	--	--	--	--	9.30	24,746	2,227	2,661	4.25	4,780	430	1,126
UMDNJ	0.07	20,321	5,541	**	--	--	--	--	0.68	6,924	1,790	**
Rutgers	6.69	31,562	4,711	4,716	--	--	--	--	3.49	4,272	444	1,224
All Public Univs	1.55	22,826	5,356	--	--	--	--	--	3.54	4,435	481	--
College of NJ	6.66	11,267	1,624	1,691	--	--	--	--	4.46	3,261	326	731
Kean	0.00	25,630	2,822	--	--	--	--	--	4.31	2,820	304	655
Montclair	6.52	11,346	1,057	1,741	--	--	--	--	4.18	2,929	304	701
NJCU	2.75	13,190	1,046	4,796	--	--	--	--	4.36	2,844	226	652
R Stockton	4.27	16,344	1,913	3,831	2.00	8,750	750	4,375	4.46	2,893	292	648
Ramapo	--	--	--	--	--	--	--	--	4.95	3,218	408	650
Rowan	9.00	17,146	2,992	1,905	--	--	--	--	4.21	3,006	329	713
W Paterson	7.20	16,067	1,822	2,232	--	--	--	--	4.25	2,852	310	672
All State Colleges	6.15	14,409	1,831	2,343	--	--	--	--	4.34	2,950	309	680
Atlantic	--	--	--	--	--	--	--	--	5.12	2,173	220	424
Bergen	--	--	--	--	--	--	--	--	3.80	2,470	277	651
Brookdale	--	--	--	--	--	--	--	--	4.68	2,503	279	535
Burlington	--	--	--	--	--	--	--	--	4.17	2,259	258	542
Camden	--	--	--	--	--	--	--	--	5.77	2,616	308	453
Cumberland	--	--	--	--	--	--	--	--	4.42	1,940	181	438
Essex	--	--	--	--	--	--	--	--	6.63	3,314	272	500
Gloucester	--	--	--	--	--	--	--	--	4.86	3,309	410	680
Hudson	--	--	--	--	--	--	--	--	6.42	2,642	262	412
Mercer	--	--	--	--	--	--	--	--	5.48	2,699	293	493
Middlesex	--	--	--	--	--	--	--	--	5.08	2,516	264	496
Morris	--	--	--	--	--	--	--	--	5.03	2,470	271	491
Ocean	--	--	--	--	4.30	2,668	224	620	4.91	2,904	244	591
Passaic	--	--	--	--	--	--	--	--	5.33	2,667	242	500
Raritan	--	--	--	--	--	--	--	--	4.69	2,739	210	584
Salem	--	--	--	--	--	--	--	--	4.68	2,272	182	485
Sussex	--	--	--	--	--	--	--	--	5.04	2,107	247	418
Union	--	--	--	--	--	--	--	--	6.20	2,910	290	470
Warren	--	--	--	--	--	--	--	--	4.56	2,779	215	610
All Comm Colleges	--	--	--	--	--	--	--	--	5.13	2,614	268	510
Grand Total	3.35	19,523	3,973	2,991	6.54	13,431	1,199	2,055	4.64	3,001	314	641

* Credit information was not available for faculty who have noninstructional assignment.

** Credit information was available for only a portion of UMDNJ faculty.

Note: The grand total figures for compensation per credit load on adjuncts and part-time faculty exclude UMDNJ.

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